



Your Total Rewards Quick Reference Guide

Experience Your Total Rewards

State employees share a commitment to improving the quality of life for more than 9 million Georgians. By upholding Georgia's vision, mission and core values, employees are an important part of the state's growth and success. The State recognizes and values its employees' contributions, which is why it strives to provide all employees with a fulfilling work experience and reward their performance and commitment. The rewards offered by the state of Georgia are more than a paycheck. We offer competitive pay with opportunities for additional financial rewards linked to performance, an array of quality benefits, financial security through our retirement and savings programs, and other work-life rewards that contribute to the professional and personal well-being of all employees.

That is why we are pleased to introduce **Your Total Rewards**. Your Total Rewards is a new, secure feature on the GaBreeze Web site where you can get personalized information about your pay, benefits and other rewards in one convenient location – available online 24/7/365.

Connect With Your Total Rewards

1. Visit www.team.georgia.gov and click the Flex-GaBreeze tab, or type www.GaBreeze.ga.gov
2. Click on the Your Total Rewards icon located on the lower right side of the GaBreeze Home Page.

This guide is an easy to understand overview of the many rewards you receive as a valued state of Georgia employee. Designed to meet your needs both personally and professionally, Your Total Rewards touches on pay, benefits, recognition, financial security, growth and development and other rewards vital to your success.

Available
Online
24/7/365

DON'T MISS OUT!

Your Total Rewards provides an overview of all benefit and compensation programs that are available to you at the state of Georgia – even the ones you may not be participating in currently. Log-on today and find out how to make the most out of the programs offered.

Printable Statement | Contact Us | Feedback | Log Off

GaBreeze.gov
Direct, Easy Access to Your Benefits

Welcome, SAMPLE | April 7, 2010

Home | Compensation | Financial Security | Well-Being | Other Rewards

Your Total Rewards

Category	Amount	Percentage
Compensation	\$XX,XXX	92%
Financial Security	\$X,XXX	2%
Well-Being	\$X,XXX	6%
Other Rewards*	+	
State of Georgia's Total Annual Investment	\$XX,XXX + 100%	

*The value of other rewards depends on how you use them.

view your current
Total Rewards Statement >

Our Investment in You

SAMPLE, through your job, you make a significant contribution to Georgia's success. Your salary is only one part of the compensation you receive as a state of Georgia employee. Georgia provides you with a wide range of benefits in addition to your salary that include compensation, retirement plans, health and insurance benefits, and even career development benefits. Your compensation package puts value in your pocket while providing you and your loved ones peace of mind.

Other Resources

- State Employee Programs & Resources

Let Us Know

Let us know [what you think](#) about your Total Rewards site.

Paid Time Off

Your salary includes the value of 12 paid holidays annually. We estimate the value of those holidays to be 12 times your daily rate. Your daily rate is calculated by dividing your annual salary by 260 (actual workdays in a calendar year). Your salary also includes the value of your annual and sick leave. State employees accrue a minimum total of 30 days of annual and sick leave each year. Therefore, your annual and sick leave accrued in one year is worth a minimum of 30 times your daily rate.

1 2 3 4



A Broad Array of Rewards Information at Your Fingertips

Working for the state of Georgia is rewarding on many levels – the important work you do, our pay and benefits package and our work-life culture. The Total Rewards feature on GaBreeze will provide you with an overall picture of the components that make up your unique rewards package and the state of Georgia's investment in you. It organizes your personalized information into four sections: Pay, Well-Being, Financial Security, and Other Work-life Rewards.

Pay and Recognition

In this section, you will see all components of your pay. The State pays you a base salary determined by the scope of your role and responsibilities, the individual contribution you make, the value you bring to your organization, the extent to which your behaviors support the State's mission and values and various competitive market factors. Variable pay programs provide additional compensation for employees who achieve specific individual and team performance objectives.

- Competitive Base Salary
- Overtime Pay
- Pay Supplement
- Incentive Rewards/Recognition
- Performance Based Incentive Rewards
- Length of Service Recognition

Well-Being

In this section, you will discover that managing healthcare and other benefits involves a commitment from both you and the State. Here you will see how much both you and the State pay for your insurance coverage, including:

- Medical Care Benefits
- Dental and Vision Coverage
- Life Insurance
- Accidental Death and Dismemberment Insurance
- Specified Illness Protection
- Short-term and Long-term Disability Insurances
- Legal Insurance
- Long-term Care Insurance
- Spending Accounts
- Healthy Lifestyle Programs (where available)

The state of Georgia offers quality benefits in which you tailor the health and protection coverage to meet your needs and those of your family – now and in the future.

Financial Security

This section shows the current value of your retirement benefits and summarizes the State's contribution toward your financial future, as well as any contributions you are making:

- Retirement Plans – including an employer pension and employer matched contribution programs and 401(k) and 457 Tax Deferred Savings Opportunity
- Retiree Medical and Dental Insurance

It is never too early to start building a secure financial future. The state of Georgia provides savings and retirement programs that can help you reach your goal.

Other Work-life Rewards

In this section, you will find several rewards and resources that help you manage life's demands, focus your time at work and help you find the balance you need at every stage of your life. These rewards include:

- Paid-Time Off
 - Annual Leave/Vacation
 - Sick Leave
 - Holidays
 - Family-related Leave
 - Military Leave
- Flexible Work Schedules
- Individual and Organizational Training and Development Opportunities
- Suggestion, Recognition and Charitable Contribution Programs
- Tuition Assistance (for certain jobs)

The state of Georgia understands the challenges its employees face in successfully managing their work, home and professional commitments and needs. That is why a broad range of other rewards programs are offered to make it easier for you to achieve the right balance in your life.